

Topic:

Brain Drain is better than
Brain In the Drain

Outline:

i) Introduction

ii) Explanation of brain drain and
brain in the drain.

iii) Brain drain is better than brain
in the drain.

a) Availability of far more opportunities.

b) Larger markets with improved infrastructure
to accommodate

2) Skill development - conducive environment

3) Global networking - plethora of future opportunities

b) Favourable workplace environment

1) Transparent system - devoid of nepotism

2) Accumulating hierarchy - consideration of mental health

3) Promotions based on merit.

4) Work ethics - sanctity of employees is preserved and better pays.

↳ Case study of Pakistan's brain drain.

↳ Case study of technology boom in India.

↳ Case study of Silicone Valley, California

↳ Case study of Taiwan Taiwan

c) Improved social-structure of the host country

1) Rule of law - equality for all

2) Protection of human rights

3) Inclusivity - general rationale against racism in 20

4) Non-exploitative governments — high taxes but result oriented

cb Benefits for the parent country

1) Influx of new technology and sharing of knowledge.

2) Remittances

3) Global exposure and better networking — pressing need to cope up with globalization.

iv Brain drain is not better than brain in the drain.

a) Counter argument and rebuttal

1) Loss of skilled workers — no other option left

2) Creation of human-capital deficit — state's responsibility

3) Inefficient people climbing the hierarchy ladder
— underutilized and politicized system

4) Cheap labour but atleast an employment.

✓ Conclusion

It is evident from history that all those nations that progressed and climbed the apex of success and glory had one thing in common: A populace with general inclination towards innovation.

This was the same reason that served as an impetus to bring revolutions, and nations resorted to pragmatism by shunning orthodoxy. However, the master-minds behind this are the enlightened diaspora who need a viable environment, so their inherent abilities could be exploited.

Once those master-minds find themselves in a not-so-favourable environment, their entire abilities are converged on finding ways of extrication from the entangling abyss which will otherwise succumb them ~~make~~ succumb hence, resulting in their incapacitation. Similar situation prevails the world. All those professionals, ranging from primitive to highly specialized tasks, when are exposed to better opportunities and

conducive environments take no time to resettle where their abilities are maximized - this particular emigration ~~is~~ can be termed as brain drain.

To begin with, brain drain is the influx of smart individuals, who find themselves underutilized in their parent country, in the host countries. If those individuals stay back and try to get assimilated in the same rotten system that is politicized and nepotistic, ^{this} often paints a gloomy picture of brain in the drain.

Therefore, brain drain is far better than ~~is~~ staying in the same system hampering growth of ^{smart} ~~these~~ individuals.

Firstly, brain drain opens a whole new gateway of opportunities. This is a globalized age and cross-border movement, sharing

of technology and people has become an industrial norm. The smart individuals are often deprived of job opportunities in their home countries. Their aspirations to work in their areas of expertise are fulfilled by the brain drain. The term itself is misleading as it can be rephrased as 'transfer of brain', precisely. Moreover, the markets in host countries are also very diverse. They have a far greater capacity to accommodate. This overall results in skill development of the already skilled individuals. This not only provides a conducive environment to work but also result in remarkable personal growth of the workers. Furthermore, familiarisation with new, i.e., global employers, open a channel of global connections and results in a plethora of unending opportunities at their disposal.

Moving forward, the workplace environment are also less exploitative and more inclusive. Promotions are mainly done on merit. This is the same system lacking basic level transparency in the parent countries, thus, serving as a major push factor for employees to move. Similarly, in ~~better~~ host countries promotions are also done based on merit. Employees find this more favorable as they are enabled with a chance to reach on top without worrying ^{about} ~~for~~ appeasements and status-lifting of their bosses. This is also beneficial for the employers as they get the most skilled and screened individual on top, benefiting their businesses and organizations. Furthermore, H.Rs and other line hierarchy of host countries are also considerate towards mental health - a concept often overlooked in developing countries. Employees once given proper time

such space to recollect during times of despair such stress creates a natural feeling of sincerity with the employers.

Consequently, pays are also high in these areas. Earning is a major factor contributing to mass migrations of skilled workers. In developing states, employees are criminally underpaid in contrast of the developed ones. Bureau of Emigration and Overseas Employment, Pakistan published an annual report in 2023 where almost eight million skilled Pakistan left the country for better employment. Moreover, an unemployment rate of 11.5% as per World Bank 2023 report create the same push factors discussed earlier for mass efflux of employees in Pakistan to Middle East and Western markets. Furthermore, technology boom in India created when they provided viable environments and better opportunities to help

the outflow of workforce - creation of IITs and IT parks like Ahmedabad and Hyderabad are a glaring example. Similar tendencies were earlier followed in U.S and Taiwan where meritocracy, better pays, considerable hierarchy and transparent systems were adopted which resulted in Silicon valley, US and Taiwan's indigenous semiconductor company TSMC that helped both of the countries to emerge in world's affairs as a leading force.